Title	Organizational Culture Automated Audit System Framework (OCAAS): A Concept
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Abstract

Organizational culture expresses an organization's distinctiveness and identity. It is made up of values, beliefs, attitudes, norms and patterns of behavior that are shared and implemented by individuals in the organization. Understanding an organization's culture enables us to know why organizations do what they do and what they need to achieve. A culture audit is utilized to determine how far an organization culture matches its expected culture and to identify gaps that need further improvement. This paper is based on a study that reviews a manual organizational culture audit system which reveals drawbacks in terms of cost, time and accuracy of the system. This allowed for the proposal of a new framework leading to the design and development of a computerized culture audit system. The new framework suggests an Organizational Culture Automated Audit System (OCAAS) that propose a change from traditional ways of auditing organizational culture. Our system inculcates Electronic Quantitative Data Analysis Component for measuring cultural gap and the capability to intelligently suggest possible solutions to reduce the gap. In addition, the proposed system also inculcates the use of an Opinion Keyword Extraction component using Sentiment Analysis techniques for evaluating and analyzing employees' open-ended opinion, intelligently. The new framework for automated organizational culture audit proposed guarantees efficiency in term of time, cost and accuracy and therefore suggests that future development in this area should be based on this benchmark.

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